

# Integrated Leadership Development Program



## Client:

This Program was conducted for the senior executives of a leading MNC online retail channel based out of Mumbai.

## Program:

ILDLP: Integrated Leadership Development Program was a four-part intervention focused on helping organization build its leadership pipeline. Spread over twelve months, ILDP looked at holistic development of senior executives by providing them integrated inputs in the areas of leadership.

Each part of this thematically cogent Program involved an increasing level of complexity and participation. The program firmly believed that when a 'critical mass' of executives received similar inputs in an environment of built-in feedback and personalized coaching, the learning became more profound. In the end, the Program translated into a wholesome learning experience for senior executives. For the organization, this fostered a culture of sustained corporate excellence through integrated learning to build leaders.

## Objectives:

- To gain an insight into the power of personal vision, values, ethics and cultural components
- To define individual success factors vis-à-vis the benchmark of corporate behavior
- To understand complex leadership challenges and ways to rise above them
- To develop a personal roadmap and template for self-development
- To build new perspectives in the larger context of business
- To evolve a personalized mechanism for manifesting one's authenticity
- To identify individual developmental needs through personal coaching sessions

## Content:

- Leadership and Strategic Thinking
- Leadership and Team Excellence
- Innovation and Creativity
- Personal Excellence and Achievement Orientation
- 360 Degree Developmental Feedback
- Individual Coaching

## Duration:

- Spread over twelve months in four parts
- Each part had three days of training followed by one-on one coaching

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### Par Excellence

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